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New Zealand

OIA-2022-4524

 October 2022


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Dear 

I refer to your request of 23 September 2022 seeking, under the Official Information Act 1982 (OIA):

- *All internal questionnaires and surveys conducted by the Ministry of Defence and New Zealand Defence Force for defence personnel from 5 July 2022 to date.*
- *All raw data produced by answers to the questionnaires and surveys from 5 July 2022 to date.*
- *All reports produced from the questionnaires and surveys from 5 July 2022 to date.*
- *All correspondence from NZDF to the Minister of Defence relating to the questionnaires and surveys from 5 July 2022 to date.*

As previously advised, the Ministry of Defence is a separate organisation from the New Zealand Defence Force (NZDF), and your request was transferred under section 14(b)(i) of the OIA to the Ministry.

Referring to the response to you of 29 July 2022, some surveys and questionnaires are provided in confidence and are of a personal nature (such as an individual exit survey). Such surveys have not been considered for this response for similar reasons as explained in the response to you of 29 July 2022.

Pulse 2022

This survey was only recently completed and work continues on the production of reporting to a similar level as was provided to you in the response of 29 July 2022. Enclosed is the overall scorecard for the NZDF as a whole.

Providing *all raw data* for the Pulse Surveys also represents a substantial collation and research requirement, and would breach the condition of anonymity these survey results are submitted under. This part of your request is therefore declined in accordance with section 18(f) of the OIA, as noted in the previous response, and section 9(2)(ba)(i) of the OIA, to protect information which is subject to an obligation of confidence.

There is no correspondence from the NZDF to the Minister of Defence regarding the Pulse 2022 survey. This part of your request is therefore declined in accordance with section 18(e) of the OIA.

There have been no other NZDF-wide surveys (e.g. Financial Wellbeing Survey, COVID-19 Wellbeing Check Survey) that have been conducted since 5 July 2022.

You have the right, under section 28(3) of the OIA, to ask an Ombudsman to review this response to your request. Information about how to make a complaint is available at www.ombudsman.parliament.nz or freephone 0800 802 602.

Please note that responses to official information requests are proactively released where possible. This response to your request will be published shortly on the NZDF website, with your personal information removed.

Yours sincerely



AJ WOODS
Air Commodore
Chief of Staff HQNZDF

Enclosure:

1. Pulse 2022 overall score card

Overall Scorecard

Released under the Official Information Act 1982

The scorecard shows all scores for all categories within the survey. Expand each category via the arrow to see the individual scores for all questions in a category.

Blue represents the % of favourable responses (agree and strongly agree)

Grey represents the % percentage of neutral responses

Red represents the % of unfavourable responses (disagree & strongly disagree)

Overall Scorecard ⓘ

Name	Responses	Distribution	NZDF Overall 2022	NZDF Overall 2021	Global
▼ NZDF / Service Purpose			67%	-	-
I know what the NZDF is trying to achieve *	7,038		65%	75% ▼	74% ▼
I know how the (Service/Portfolio) contributes to the purpose of the NZDF	6,990		72%	-	79% ▼
I use NZDF's core values to help me make decisions	7,034		73%	78% ▼	-
I understand that increased diversity will improve NZDF performance *	7,030		59%	72% ▼	-
▼ Organisational Leadership			48%	-	-
I trust senior/organisational leadership (COL(E) and above) *	7,034		40%	49% ▼	68% ▼
I have seen senior/organisational leadership (COL(E) and above) consistently modelling the behaviours expected from me	7,029		39%	-	69% ▼
The NZDF visibly supports diversity in the workplace	7,036		73%	79% ▼	72% ▲
The communication I receive is clear and consistent	7,037		40%	-	-
▼ Unit Leadership			77%	-	-
I trust my unit leadership	7,039		73%	-	78% ▼
I have seen my unit leadership consistently modelling the behaviours expected of me	7,036		70%	-	73% ▼
The person I report to encourages and accepts different perspectives and new ways of doing things *	7,036		81%	79% ▲	74% ▲
I trust the person I report to	7,036		83%	-	81% ▲
I have seen the person I report to consistently modelling the behaviours expected of me	7,036		79%	-	82% ▼
I feel valued by the person I report to	7,037		77%	86% ▼	-
▼ My Workplace			68%	71% ▼	-
I feel comfortable to be myself at work	7,039		81%	81%	80%
How would you rate the current level of morale in your unit/workplace?	7,039		30%	36% ▼	-
I feel confident to challenge or call out behaviours that are not in line with our values or make me uncomfortable (either during or outside of work) *	7,040		77%	78% ▼	-
I am able to question commanders/managers or voice an alternative perspective in my workplace *	7,038		71%	76% ▼	76% ▼
If I raise health and safety concerns they are taken seriously*	7,033		79%	84% ▼	85% ▼
▼ My Team			73%	-	-
I feel included by my work mates / colleagues	7,039		86%	84% ▲	81% ▲
My team takes the time to celebrate our success	7,038		62%	-	-
I see my work mates/ colleagues consistently role modelling the behaviours expected from me *	7,038		71%	67% ▲	-
▼ My Job			67%	-	-
I know how my work contributes to the success of the NZDF	7,041		79%	87% ▼	88% ▼
I am empowered to make decisions about the way I do my job *	7,040		72%	70% ▲	-
I have the tools and resources I need to do my job effectively	7,041		46%	57% ▼	75% ▼
I have the knowledge and skills I need to do my job effectively	7,040		80%	-	75% ▲
I am able to work remotely when my job allows	7,041		67%	-	-
Overall, I am satisfied with my job	7,040		58%	65% ▼	78% ▼
▼ Performance			64%	-	-
I am involved in setting the performance objectives in my PDR	7,028		70%	-	-
The feedback I get helps me to improve my performance	7,034		66%	69% ▼	72% ▼
I get positive feedback or recognition when I do a good job *	7,037		70%	66% ▲	67% ▲
The person I report to talks to me regularly about my performance and development *	7,032		51%	61% ▼	72% ▼

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Name	Responses	Distribution	NZDF Overall 2022	NZDF Overall 2021	Global
▼ Respectful Workplace		<div style="display: flex; justify-content: space-between;">77%13%10%</div>	77%	77%	-
Within the NZDF I am able to perform my duties free from inappropriate and harmful behaviour	7,036	<div style="display: flex; justify-content: space-between;">89%7%4%</div>	89%	85% ^	-
Within the NZDF I have witnessed inappropriate and harmful behaviour towards others in the last 12 months (Reverse Scoring)	7,025	<div style="display: flex; justify-content: space-between;">71%14%16%</div>	71%	68% ^	-
If I experience inappropriate behaviour in my workplace, I feel comfortable reporting the issue*	7,038	<div style="display: flex; justify-content: space-between;">81%12%6%</div>	81%	89% v	-
If I raise a complaint about inappropriate behaviour in my workplace, I trust that the complaint will be handled effectively by the NZDF	7,037	<div style="display: flex; justify-content: space-between;">66%20%14%</div>	66%	67%	-
▼ Career Development		<div style="display: flex; justify-content: space-between;">56%23%21%</div>	56%	-	-
I understand how Career/ Promotion decisions are made at my level (MIL only)	5,046	<div style="display: flex; justify-content: space-between;">62%18%21%</div>	62%	-	-
I understand the Development opportunities available to me	7,033	<div style="display: flex; justify-content: space-between;">66%19%15%</div>	66%	-	-
I feel able to influence career management decisions made about me (MIL only)	5,047	<div style="display: flex; justify-content: space-between;">45%26%29%</div>	45%	45%	-
I know where to find information to support my career planning	7,030	<div style="display: flex; justify-content: space-between;">60%22%17%</div>	60%	-	59% ^
All things considered, how satisfied are you with the way your career is being managed? (M L only)	5,050	<div style="display: flex; justify-content: space-between;">41%34%25%</div>	41%	46% v	-
▼ Pay and Benefits		<div style="display: flex; justify-content: space-between;">36%21%43%</div>	36%	-	-
I understand the NZDF remuneration framework	7,031	<div style="display: flex; justify-content: space-between;">63%17%20%</div>	63%	-	65% v
The pay I receive is fair for the work I do	7,032	<div style="display: flex; justify-content: space-between;">23%18%60%</div>	23%	45% v	55% v
The benefits I receive are fair for the work I do	7,029	<div style="display: flex; justify-content: space-between;">34%23%44%</div>	34%	54% v	68% v
The housing/accommodation assistance I receive is fair for my situation (M L only)	5,028	<div style="display: flex; justify-content: space-between;">23%28%49%</div>	23%	41% v	-
▼ Wellbeing		<div style="display: flex; justify-content: space-between;">53%27%20%</div>	53%	-	-
I am able to maintain a balance between my personal and working life	7,041	<div style="display: flex; justify-content: space-between;">59%19%22%</div>	59%	64% v	79% v
I spend too much time away from home (Reverse Scoring)	7,037	<div style="display: flex; justify-content: space-between;">47%35%19%</div>	47%	50% v	-
The level of work related stress I experience is acceptable	7,040	<div style="display: flex; justify-content: space-between;">54%25%21%</div>	54%	61% v	-
I am supported to manage my work related stress well	7,036	<div style="display: flex; justify-content: space-between;">55%29%16%</div>	55%	-	82% v
My family supports my career in the NZDF (M L only)	5,050	<div style="display: flex; justify-content: space-between;">75%16%9%</div>	75%	83% v	-
I feel supported by the NZDF to manage the family/personal challenges that come from being in the military (M L only)	5,047	<div style="display: flex; justify-content: space-between;">53%27%20%</div>	53%	-	-
How would you rate your current individual level of morale?	7,039	<div style="display: flex; justify-content: space-between;">34%38%28%</div>	34%	43% v	-
▼ Organisational Commitment		<div style="display: flex; justify-content: space-between;">63%22%15%</div>	63%	72% v	-
I feel a sense of commitment to the NZDF	7,041	<div style="display: flex; justify-content: space-between;">66%18%15%</div>	66%	72% v	-
I am proud to be in the NZDF	7,037	<div style="display: flex; justify-content: space-between;">75%17%7%</div>	75%	82% v	81% v
I would recommend the NZDF as a great place to work	7,037	<div style="display: flex; justify-content: space-between;">48%31%21%</div>	48%	63% v	73% v
▼ Questions for Leaders		<div style="display: flex; justify-content: space-between;">70%15%14%</div>	70%	-	-
I understand how to action performance management processes if required	1,815	<div style="display: flex; justify-content: space-between;">75%13%12%</div>	75%	-	-
I feel confident having difficult conversations with my team when required	1,815	<div style="display: flex; justify-content: space-between;">89%8%4%</div>	89%	-	-
I have received adequate training and understand the policies and processes required to be an NZDF people manager	1,815	<div style="display: flex; justify-content: space-between;">59%20%21%</div>	59%	-	-
I am able to effectively balance the demands of my units output delivery and my people management responsibilities	1,813	<div style="display: flex; justify-content: space-between;">60%19%21%</div>	60%	-	-